

**Utah Multicultural Commission
Utah Martin Luther King, Jr. Human Rights Commission
Copper Room - East Senate Building
Thursday, August 27, 2015**

MCC Attendees: Rep. Rebecca Chavez-Houck, Rollin Cook, Lt. Governor Spencer Cox, Julie Fisher, Nathan Hanamaikai, Dean Hirabayashi, Anapesi Kaili, Claudia Nakano, Rep. Jeremy Peterson, Jon Pierpont, Tami Pyfer, Dr. Kyle Reyes, Byron Russell, Ze Min Xiao

MCC Excused: Benjamin Au, Dr. Marc Babitz, Lucy Cardenas, Kimberly Henrie, Jean Mills-Barber, Dr. Jacqueline Thompson,

MCC Unexcused: Pamela Atkinson, Aden Batar, Steven Ha, Lavanya Mahate, Dr. Len Novilla, Paul Tsosie, Ann Williamson

MLK Attendees: Adrienne Andrews, Dr. Forrest Crawford, Dr. Rob Harter, Nkoyo Iyamba, Dr. Karen Johnson, Carla Kelley, Jasen Lee, Beth Martial, Ed Napia, Shawn Newell, Robert Rendon

Guests: Rozanna Benally-Sagg, Jenny Hor, Stephen LeFevre, Sampson Raymond Nde, Anna Oldroyd, Dr. Pam Perlich, Yajanetsy Ruano, Brian Somers, Mark Thomas

Welcome - Lt. Governor Spencer Cox

Lt. Governor Cox welcomed all attendees to the MCC and MLK Commission meeting. Commission members then introduced themselves.

Approval of Minutes

- **MCC MOTION:** Nathan Hanamaikai motioned to approve the minutes from May 19, 2015. Rollin Cook seconded the motion. The motion passed with a unanimous vote.
- **MLK MOTION:** Jasen Lee motioned to approve the minutes from July 1, 2015. Robert Rendon seconded the motion. The motion passed with a unanimous vote.

MCC Vision - Byron Russell

The MCC has four areas of focus, which include education, health, corrections, and economic development. Health is addressed because for some minority communities, a person's lifespan is dependent on their zip code. The commission also supports the Multicultural Youth Leadership Summit, which addresses education. In addressing corrections, commission members toured the prison facility in Draper, which provided them with a better understanding of the prison's operations and the realities faced by inmates upon release. The commission also seeks to capitalize on Utah's strong economy for minority and refugee communities.

MLK Mission - Dr. Rob Harter

In Park City, 25 percent of the population is made up of Latinos. The Christian Center of Park City evaluated, through a community-needs assessment, that the needs of the Latino community were not being met. In addressing the needs, a Spanish-speaking counselor was hired, a scholarship fund was established, and a full-time Latino outreach coordinator was hired to work specifically with the Latino community. Some of the issues affecting Latinos in Park City include affordable housing, day care, medical care, and low wages.

Utah's Changing Demographic - Dr. Pam Perlich

The state of Utah is expected to reach a population of 3 million people by this time next year. Within the next couple of generations, Utah will be a "minority-majority" state where ethnic minorities comprise the majority of the population. Millennials exceeded the population of baby boomers five years ago in Utah.

The recent economic recession eliminated full-time, high wage jobs with benefits. Utah creates 60,000 jobs a year but in-migration has been at near zero. Reasons for this include individuals recently returning to the labor force and residents holding two to three jobs. The top 5 percent of households has seen an increase in income and the middle 45 percent has remained stagnant. The bottom 50 percent has an average household income of \$21,000 in the U.S.

Utah is undergoing a slower rate of population growth. Currently, the state has almost no net in-migration and birth rates have dropped for eight years in a row decreasing family sizes. Minorities continue to see an increase in their share of the population. Fifty-five percent of the population are active Mormons. The median age is 30. The age of first marriage for women in Utah is 24 compared to 27 nationally. The share of married families with children is less than one in three households in Utah; Latinos and Pacific Islanders are upholding this household type.

Current demographic shifts in the state are attributed to the surge of in-migration that occurred in the 1980s, 1990s and 2000s (up until 2008). From 1990 to 2010, greater than a third of the population growth was contributed to new residents moving to Utah and nearly half were immigrants. A large share of Utah's natural growth population is comprised of children of immigrants.

In 2000, certain neighborhoods on the west side of Salt Lake reached a "minority-majority" population. East side neighborhoods showed a more homogenous white population. In 2010, ethnic minorities become even more concentrated among west side neighborhoods. Residents living in the Foothill neighborhood (east side of Salt Lake City) live ten years longer than their counterparts in the Glendale neighborhood (west side of Salt Lake City).

Utah schools are increasingly comprised of students of ethnic backgrounds. Twenty-five percent of preschoolers in the state are ethnic minorities; the figure rises to 30 percent in Salt Lake County, 49 percent nationally, and 50 percent in Salt Lake City.

Is Utah Ready for this Change? - MCC/MLK Commission Discussion

Lt. Governor Cox opened the discussion by sharing his experiences with a reporter from the *The Economist*. The reporter was interested in learning about Utah because of the state's conservative political leaning and how problem-solving strategies differ from other conservative states as policies take on a more middle ground approach. Lt. Governor Cox then posed the question of how we use data to enact positive change.

Nathan Hanamaikai said the state is ready for change out of necessity but he finds the state is far from being socially ready. He used as an example the lack of ethnic minority representation in higher education. In adding to Dr. Perlich's thoughts regarding the influence of young people, he asked if the right voices are represented on committees and commissions.

Adrienne Andrews stated that the current demographic shift is visible, which causes fear among certain segments of the population because of the level of uncertainty. She wants to see opportunities that help the oppressed and oppressors move forward to address fundamental fears.

Dr. Kyle Reyes shared his thoughts around awareness, anger, action, and apathy. In stepping into spaces of difference, he stated that cultural awareness feeds an action but it also has the possibility to turn into fear. At Utah Valley University, a philosophy within the inclusion and action plan is the saying "don't stop the dialogue." In recognizing the lack of representation of historically marginalized individuals, he also wants to celebrate the smaller initiatives that move towards the larger goals and work with people who are willing to have difficult conversations.

Dr. Forrest Crawford added that awareness does not necessarily change behavior. Individuals can be informed about data, but without proper discourse and infrastructure in place, issues remain largely the same. He shares that discourses about ethnic community representation have been on-going for decades. A difference in current discussions today is the higher level of tolerance in society.

Ed Napia stated a direct relationship exists between education and health. He wants children to be adequately fed with healthy foods allowing them to compete with their peers who are already properly nourished.

Rep. Rebecca Chavez-Houck asked Dr. Perlich how to avoid gentrification and segregation and the consequences of these issues in metropolitan areas. Dr. Perlich stated that understanding

institutionalized racism is part of the solution. She added that we create communities, investments, affordable housing, and living wages. It is on people to enact change not markets, which mediate relations between people.

Rep. Chavez-Houck also included that diversity is found in the way families are being formed. People are marrying outside of their ethnicity and race. Children live through that diversity due to their multiracial and multicultural backgrounds, which provides others with opportunities to learn.

Claudia Nakano shared that Multicultural Affairs is considering the creation of a youth ambassadorship program. She had a brief conversation with Nathan in moving the discussion forward.

Nkoyo Iyamba stated that each individual has direct power with the media. She asked commission members to put pressure on the media to include more stories on multiculturalism and to seek greater representation.

Other Business

Rep. Chavez-Houck shared information on a free conference hosted by the Utah Chapter of the American Academy of Pediatrics, which is held in October. The conference focuses on the effects toxic stress has on children and how stress is aggravated by poverty and abuse.

Adjourn

MOTION: Rep. Rebecca Chavez-Houck motioned to adjourn the meeting. Nathan Hanamaikai seconded the motion. The motion passed with a unanimous vote.

Action Items

- The next MCC meeting is scheduled for Tuesday, September 15, 2015.
- The next MLK meeting is scheduled for Wednesday, September 2, 2015.